

HOUSE BILL No. 1748

DIGEST OF INTRODUCED BILL

Citations Affected: IC 4-15; IC 5-10-8.

Synopsis: State employee grievances and retiree insurance. Requires that appropriations to support the state employees appeals commission be made by a separate line item. Provides an optional arbitration procedure for state employee grievances. Requires the state to provide a group health insurance program to retired state employees who were employed as teachers and who participated in a state retirement fund: (1) for 15 years; or (2) ten years immediately preceding retirement.

Effective: July 1, 2005.

Budak, Ayres, Cheney

January 19, 2005, read first time and referred to Committee on Employment and Labor.

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First Regular Session 114th General Assembly (2005)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2004 Regular Session of the General Assembly.

HOUSE BILL No. 1748

A BILL FOR AN ACT to amend the Indiana Code concerning education.

Be it enacted by the General Assembly of the State of Indiana:

- 1 SECTION 1. IC 4-15-1.5-5 IS AMENDED TO READ AS
2 FOLLOWS [EFFECTIVE JULY 1, 2005]: Sec. 5. (a) The commission
3 shall meet in rooms provided by the personnel department and assume
4 the duties of office.
5 (b) Three (3) members of the commission shall constitute a quorum
6 for the transaction of business, and a majority of votes cast shall be
7 required for the adoption or approval of any official action.
8 (c) The commission shall elect one (1) of the members as the
9 chairman and another member as vice-chairman and the persons so
10 elected shall hold office for one (1) year and until their successors are
11 elected and qualified.
12 (d) The commission shall:
13 (1) hold ~~such~~ regular and special meetings each year as it may
14 prescribe by rule or resolution; ~~shall~~
15 (2) meet on the call of the chairman; and ~~shall~~
16 (3) hold at least one (1) meeting each month.
17 (e) ~~Such~~ The clerical and staff assistance ~~as~~ is needed by the



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commission shall be provided through the state director of personnel.

(f) To ensure the independence of the commission as required by section 8 of this chapter, appropriations to support the operations of the commission must be made by separate line item.

SECTION 2. IC 4-15-2-35 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2005]: Sec. 35. **(a)** Any regular employee may file a complaint if ~~his~~ **the employee's** status of employment is involuntarily changed or if ~~he~~ **the employee** deems conditions of employment to be unsatisfactory. However, the complaint procedure shall be initiated as soon as possible after the occurrence of the act or condition complained of and in no event shall be initiated more than thirty (30) calendar days after the employee is notified of a change in ~~his~~ **the employee's** status of employment or after an unsatisfactory condition of employment is created. Failure to initiate the complaint procedure within such time period shall render the complaint procedure unavailable to the employee. The following complaint procedure shall be followed:

Step I: The complaint procedure shall be initiated by a discussion of the complaint by the employee and ~~his~~ **the employee's** immediate supervisor and, if a mutually satisfactory settlement has not been made within two (2) consecutive working days, ~~such~~ **the** complaint may be referred to Step II.

Step II: The complaint shall be reduced to writing and presented to the intermediate supervisor. If a mutually satisfactory settlement has not been reached within four (4) consecutive working days, ~~such~~ **the** complaint may then be referred to the appointing authority.

Step III: The appointing authority or ~~his~~ **the appointing authority's** designated representative shall hold such hearings and conduct such investigations as ~~he~~ **the appointing authority** deems necessary to render a decision and shall make such decision in writing within ten (10) consecutive working days.

Step IV: Should the appointing authority or ~~his~~ **the appointing authority's** designated representative not find in favor of the employee, the complaint may be submitted within fifteen (15) calendar days to the state personnel director. The director or ~~his~~ **the director's** designee shall review the complaint and render a decision within fifteen (15) calendar days. If the decision is not agreeable to the employee, an appeal may be submitted by the employee in writing to **either** the commission **or** arbitration no later than fifteen (15) calendar days from the date the employee has been given notice of the action taken by the ~~personnel~~ director

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or ~~his~~ the director's designee.

After submission of the appeal, **Step V: (A) If an employee elects to submit the appeal to the commission**, the commission shall, prior to rendering its decision, grant the appealing employee and the appointing authority a public hearing, with the right to be represented and to present evidence. With respect to all appeals, the commission shall render its decision within thirty (30) days after the date of the hearing on the appeal. If the commission finds that the action against the employee was taken on the basis of politics, religion, sex, age, race or because of membership in an employee organization, the employee shall be reinstated to ~~his~~ the employee's position without loss of pay. In all other cases, **unless judicial review of the decision is requested in accordance with IC 4-21.5-5**, the appointing authority shall follow the **recommendation decision** of the commission which may include reinstatement and payment of salary or wages lost by the employee which may be mitigated by any wages the employee earned from other employment during a dismissed or suspended period.

If the recommendation of the commission is not agreeable to the employee, the employee, within fifteen (15) calendar days from receipt of the commission recommendation, may elect to submit the complaint to arbitration. The cost of arbitration shall be shared equally by the employee and the state of Indiana. The commissioner of labor shall prepare a list of three (3) impartial individuals trained in labor relations; and from this list each party shall strike one (1) name. The remaining arbitrator shall consider the issues which were presented to the commission and shall afford the parties a public hearing with the right to be represented and to present evidence. The arbitrator's findings and recommendations shall be binding on both parties and shall immediately be instituted by the commission.

Step V: (B) If an employee elects to submit the appeal to arbitration, an arbitrator must be selected from:

- (i) the American Arbitration Association; or
- (ii) the Federal Mediation and Conciliation Service, if an arbitrator is not available from the American Arbitration Association;

according to selection procedures established by the arbitrator's association or service. The costs of arbitration under this Step shall be shared equally by the employer and the employee or the employee's representative.

Step VI: The decision of the commission under Step V(A) or

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the arbitrator under Step V(B) is a final order subject to judicial review in accordance with IC 4-21.5-5. The commission's or arbitrator's decision in Step V is binding unless a party requests judicial review.

(b) An employee who files a complaint under subsection (a) may choose a representative who is inside or outside of the employee's agency or facility to represent the employee during Steps III through VI of the complaint procedure.

(c) If, at a point in the complaint procedure prior to Step V, the employer does not comply with the timelines set forth in subsection (a), the employee's complaint proceeds to the next Step of the complaint procedure.

SECTION 3. IC 5-10-8-6.5 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2005]: Sec. 6.5. (a) A member of the general assembly may elect to participate in either:

- (1) the plan of self-insurance established by the state police department under section 6 of this chapter;
- (2) the plan of self-insurance established by the state personnel department under section 7 of this chapter; or
- (3) a prepaid health care delivery plan established under section 7 of this chapter.

(b) A former member of the general assembly who meets the criteria for participation in a group health insurance program provided under ~~section 8(e)~~ **section 8** or 8.1 of this chapter may elect to participate in either:

- (1) the plan of self-insurance established by the state police department under section 6 of this chapter; or
- (2) a group health insurance program provided under ~~section 8(e)~~ **section 8** or 8.1 of this chapter.

(c) A member of the general assembly or former member of the general assembly who chooses a plan described in subsection (a)(1) or (b)(1) shall pay any amount of both the employer and the employee share of the cost of the coverage that exceeds the cost of the coverage under the new traditional plan.

SECTION 4. IC 5-10-8-8 IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2005]: Sec. 8. (a) This section applies only to the state and employees who are not covered by a plan established under section 6 of this chapter.

(b) ~~After June 30, 1986,~~ **Except as provided in subsection (k),** the state shall provide a group health insurance plan to each retired employee:

- (1) whose retirement date is:

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- 1 (A) after June 29, 1986, for a retired employee who was a
 2 member of the field examiners' retirement fund;
 3 (B) after May 31, 1986, for a retired employee who was a
 4 member of the Indiana state teachers' retirement fund; or
 5 (C) after June 30, 1986, for a retired employee not covered by
 6 clause (A) or (B);
 7 (2) who will have reached fifty-five (55) years of age on or before
 8 the employee's retirement date but who will not be eligible on that
 9 date for Medicare coverage as prescribed by 42 U.S.C. 1395 et
 10 seq.; **and**
 11 (3) who will have completed:
 12 (A) **before January 1, 2006**, twenty (20) years; **or**
 13 (B) **after December 31, 2005**, **fifteen (15) years**;
 14 of creditable employment with a public employer on or before the
 15 employee's retirement date, ten (10) years of which shall have
 16 been completed immediately preceding the retirement. ~~and~~
 17 ~~(4) who will have completed at least fifteen (15) years of~~
 18 ~~participation in the retirement plan of which the employee is a~~
 19 ~~member on or before the employee's retirement date.~~
 20 (c) The state shall provide a group health insurance program to each
 21 retired employee:
 22 (1) who is a retired judge;
 23 (2) whose retirement date is after June 30, 1990;
 24 (3) who is at least sixty-two (62) years of age;
 25 (4) who is not eligible for Medicare coverage as prescribed by 42
 26 U.S.C. 1395 et seq.; and
 27 (5) who has at least eight (8) years of service credit as a
 28 participant in the Indiana judges' retirement fund, with at least
 29 eight (8) years of that service credit completed immediately
 30 preceding the judge's retirement.
 31 (d) The state shall provide a group health insurance program to each
 32 retired employee:
 33 (1) who is a retired participant under the prosecuting attorneys
 34 retirement fund;
 35 (2) whose retirement date is after January 1, 1990;
 36 (3) who is at least sixty-two (62) years of age;
 37 (4) who is not eligible for Medicare coverage as prescribed by 42
 38 U.S.C. 1395 et seq.; and
 39 (5) who has at least ten (10) years of service credit as a participant
 40 in the prosecuting attorneys retirement fund, with at least ten (10)
 41 years of that service credit completed immediately preceding the
 42 participant's retirement.

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(e) The state shall make available a group health insurance program to each former member of the general assembly or surviving spouse of each former member, if the former member:

- (1) is no longer a member of the general assembly;
- (2) is not eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq. or, in the case of a surviving spouse, the surviving spouse is not eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.; and
- (3) has at least ten (10) years of service credit as a member in the general assembly.

A former member or surviving spouse of a former member who obtains insurance under this section is responsible for paying both the employer and the employee share of the cost of the coverage.

(f) The group health insurance program required under subsections (b) through (e) **and subsection (k)** must be equal to that offered active employees. The retired employee may participate in the group health insurance program if the retired employee pays an amount equal to the employer's and the employee's premium for the group health insurance for an active employee and if the retired employee within ninety (90) days after the employee's retirement date files a written request for insurance coverage with the employer. However, the employer may elect to pay any part of the retired employee's premium with respect to insurance coverage under this chapter.

(g) Except as provided in subsection (j), a retired employee's eligibility to continue insurance under this section ends when the employee becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq., or when the employer terminates the health insurance program. A retired employee who is eligible for insurance coverage under this section may elect to have the employee's spouse covered under the health insurance program at the time the employee retires. If a retired employee's spouse pays the amount the retired employee would have been required to pay for coverage selected by the spouse, the spouse's subsequent eligibility to continue insurance under this section is not affected by the death of the retired employee. The surviving spouse's eligibility ends on the earliest of the following:

- (1) When the spouse becomes eligible for Medicare coverage as prescribed by 42 U.S.C. 1395 et seq.
- (2) When the employer terminates the health insurance program.
- (3) Two (2) years after the date of the employee's death.
- (4) The date of the spouse's remarriage.

(h) This subsection does not apply to an employee who is entitled to group insurance coverage under IC 20-6.1-6-1(c). An employee who

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1 is on leave without pay is entitled to participate for ninety (90) days in
 2 any health insurance program maintained by the employer for active
 3 employees if the employee pays an amount equal to the total of the
 4 employer's and the employee's premiums for the insurance.

5 (i) An employer may provide group health insurance for retired
 6 employees or their spouses not covered by this section and may provide
 7 group health insurance that contains provisions more favorable to
 8 retired employees and their spouses than required by this section. A
 9 public employer may provide group health insurance to an employee
 10 who is on leave without pay for a longer period than required by
 11 subsection (h).

12 (j) An employer may elect to permit former employees and their
 13 spouses, including surviving spouses, to continue to participate in a
 14 group health insurance program under this chapter after the former
 15 employee (who is otherwise qualified under this chapter to participate
 16 in a group insurance program) or spouse has become eligible for
 17 Medicare coverage as prescribed by 42 ~~U.S.C.A.~~ U.S.C. 1395 et seq.
 18 An employer who makes an election under this section may require a
 19 person who continues coverage under this subsection to participate in
 20 a retiree health benefit plan developed under section 8.3 of this chapter.

21 **(k) The state shall provide a group health insurance program to**
 22 **each retired employee:**

23 **(1) who was employed as a teacher in a state institution under:**

24 **(A) IC 11-10-5;**

25 **(B) IC 12-24-3;**

26 **(C) IC 16-33-3;**

27 **(D) IC 16-33-4;**

28 **(E) IC 20-15; or**

29 **(F) IC 20-16;**

30 **(2) who is at least fifty-five (55) years of age on or before the**
 31 **employee's retirement date;**

32 **(3) who is not eligible for Medicare coverage as prescribed by**
 33 **42 U.S.C. 1395 et seq.; and**

34 **(4) who:**

35 **(A) has at least fifteen (15) years of service credit as a**
 36 **participant in the retirement fund of which the employee**
 37 **is a member on or before the employee's retirement date;**
 38 **or**

39 **(B) completes at least ten (10) years of service credit as a**
 40 **participant in the retirement fund of which the employee**
 41 **is a member immediately before the employee's**
 42 **retirement.**

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